DOCUMENT RESUME

ED 318 600 RC 017 507

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TITLE Women with Administrative Certification: Iowa, Kansas, Nebraska, North Dakota, South Dakota.
PUB DATE 89
NOTE 12p.; Paper presented at the Annual Meeting of the National Rural Education Association (81st, Reno, NV, October 7-11, 1989).
PUB TYPE Speeches/Conference Papers (150) -- Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Administrators; Certification; Educational Administration; Elementary Secondary Education; *Employed Women; Employment Level; *Job Applicants; Mail Surveys; *Occupational Aspiration; Work Attitudes
IDENTIFIERS *United States (Midwest)

ABSTRACT

Although the number of female graduate students in educational administration approaches that of male graduate students, the number of women in administrative positions has not shown any significant increase. This study examined reasons why women with administrative certification are not administrators. Surveys were mailed to 250 certified women not in administrative positions, randomly selected from a population of 1,172 such women in North Dakota, South Dakota, Kansas, Nebraska, and Iowa. Of the 196 respondents, 65% had not applied for an administrative position in the last 5 years, and 77% had not been interviewed for an administrative position in the last 5 years. The most frequently cited reasons for not applying were: (1) satisfaction with current position; (2) no interest in being an administrator; (3) family responsibilities; (4) no vacancies in the area; and (5) no incentives to change positions. Applicants for administrative positions most frequently sought the elementary principalship. One quarter of respondents were willing to move to accept an administrative position. Seeking an administrative position was related to having received encouragement to apply. It was not related to family responsibilities or age. (SV)

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Running head: Women with Administrative Certification

RC017507

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Abstract

Women with Administrative Certification:
Iowa, Kansas, Nebraska, North Dakota, South Dakota

The purpose of this study was to identify reasons why women with administrative certification are not administrators. To obtain the information needed to answer the research questions, 250 randomly selected women were surveyed. After two mailings, 196 of the 250 subjects responded for a return rate of 78%.

Of the respondents, 65% had not applied for an administrative position in the last five years. The most frequently cited reason for not applying for an administrative position was liking ones current position (44.4%). Other reasons cited were: not interested in being an administrator (21%), family responsibilities (20%), no vacancies in the area (19%), and no incentives to change positions (16%). Twenty-five percent (25%) of the respondents were willing to move to accept an administrative position. No significant relationship was found between seeking an administrative position and family responsibilities. A significant relationship was found between seeking an administrative position and receiving encouragement to seek an administrative position. No significant relationship was found between seeking an administrative position and age.

Based on the findings of this study, the major impediment to women's administrative careers appears to be their lack of application for administrative positions. Encouraging women to apply for administrative positions and persuading women that administrative careers are worthwhile may be areas for consideration.

WOMEN WITH ADMINISTRATIVE CERTIFICATION: IOWA, KANSAS, NEBRASKA, NORTH DAKOTA, SOUTH DAKOTA

This study emerged from recent research indicating that the number of women in graduate programs in educational administration approaches or exceeds the number of male graduate students. (Grimes & Sloan, 1984; Mertz & Venditti, 1985) However, data related to the number of women in administrative roles does not indicate a significant increase in the number of women in administrative positions. (AASA, 1986)

Purpose

The purpose of this study was to identify reasons why women with administrative certification are not administrators. Seven specific research questions were addressed:

1. Have women applied for administrative positions?
2. Have women been interviewed for administrative positions?
3. What reasons did women provide for not using their administrative certification?
4. Is there a significant relationship between seeking an administrative position and family responsibilities?
5. Is there a significant relationship between seeking an administrative position and receiving encouragement to seek an administrative position?
6. Is there a significant relationship between seeking an administrative position and age?
7. Is there a significant relationship between seeking an administrative position and academic degree held?

Procedures

To obtain the information needed to answer the research questions, women who held administrative certification but who were not administrators were surveyed. The subjects surveyed were 250 individuals randomly selected from a population of 1172 female certified administrators in the states of North Dakota, South Dakota, Kansas, Nebraska, and Iowa. The population was identified through a review of records provided by the department of education in each of these states during 1988.

The survey instrument was developed by the author. A proposed instrument was reviewed by six professors of educational administration. Next, a revised instrument was pilot tested with 23 subjects, after which some additional adjustments were made. The final survey instrument was then prepared.

After two mailings, 196 of the 250 subjects responded, for a return rate of 78%. Telephone calls were made to ten randomly selected nonrespondents to ascertain any nonresponse bias; none was found.

The information returned was collected and analyzed, and the results are reported in the following section.

Results

Of the subjects, 65% had not applied for an administrative position in the last five years. The 35% who had applied for administrative positions sought the elementary principalship most frequently (29%). The subjects applied for the elementary

principalship between 1 and 30 times. The assistant principalships were sought second most frequently (10%). The subjects applied for assistant principalships between 1-8 times. Coordinator positions were sought by 9% of the subjects. The subjects applied for coordinator positions between 1 and 4 times. Other positions sought included secondary principalship, 3%, superintendency, 2%, assistant/association superintendency, 2%, special education directorship, 2%, and directorship of student services, 2%. The subjects applied for these positions between 1 and 4 times with the exception of one individual who had applied for a superintendency 25 times. Table 1 displays administrative positions applied for and the number of individuals and number of times individuals had applied for these positions.

Insert Table 1 about here

Within the last five years 77% of the subjects were not interviewed for an administrative position. Eleven percent were interviewed one time, 5% were interviewed twice, 5% were interviewed three times, and 2% were interviewed four times. Table 2 includes the complete list of number of interviews, and number and percentage of women interviewed.

Insert Table 2 about here

The subjects were asked to check a list of 11 reasons for not applying for administrative positions. The list of reasons, and number and percentage of women citing each reason is presented in Table 3. The most frequently cited reason was

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Insert Table 3 about here

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liking ones current position (44.4%). Other reasons cited were: not interested in being an administrator (21%), family responsibilities (20%), no vacancies in the area (19%), no incentives to change positions (16%), unable to move (14%), don't want added responsibility (12%), not ready to be an administrator (9%), too old to be an administrator (8%), no reason (4%), and too young to be an administrator (2%).

Responding to a question regarding willingness to move to accept an administrative position, 25% of the subjects indicated a willingness to move.

A Chi square test was used to determine whether there was a significant relationship between seeking an administrative position and family responsibilities. No significant relationship was found at the .05 level.

The subjects were asked whether they had been encouraged to become educational administrators. Thirty-seven percent indicated that they had been encouraged. The subjects were asked to check a list of ways they had been encouraged. The primary

form of encouragement was being told of an administrative vacancy by an administrator (21%). Other means of encouragement were being invited to apply for an administrative position (19%), being encouraged to take graduate courses in educational administration (18%) and being told of an administrative opening by a university professor (6%).

A Chi square test was used to determine whether there was a significant relationship between seeking an administrative position and receiving encouragement to seek an administrative position. A significant relationship was found at the .05 level.

A Chi square test was used to determine whether there was a significant relationship between seeking an administrative position and age. No significant relationship was found at the .05 level.

A Chi square test was used to determine whether there was a significant relationship between seeking an administrative position and academic degree held. A significant relationship was found at the .05 level.

Implications

Based on the findings of this study, the major impediment to women's administrative careers appears to be their lack of application for administrative positions. Additionally, the reasons cited for non-application suggest that the women in this study prefer their current positions and were not interested in administrative work. This leads one to conclude that in these

instances, those who would attempt to assist women in seeking administrative positions have limited opportunity to do so. Encouraging women to apply for administrative positions and persuading women that administrative careers are worthwhile may be areas for consideration. The specific forms and amount of encouragement that contribute to women seeking administrative positions could be subjects for further investigation.

Table 1

Positions Applied for in Previous Five Years N =

Positions	Number of Times Applied for In Five Years								
	1	2	3	4	5	6			
Superintendent	2 1%						25	1 .5%	
Assistant/Associate Superintendent	3 1.5%								
Secondary Principal	2 1%	1 .5%	1 .5%	1 .5%					
Elementary Principal	19 9.7%	13 6.6%	4 2%	2 1%	1 .5%	2 1%	8 1 .5%	30 1 .5%	
Assistant Principal	9 4.6%	5 2.6%	2 1%	1 .5%	1 .5%		8 1 .5%		
Coordinator/Director	12 6.1%	3 1.5%	1 .5%	1 .5%					
Special Education Director	2 1%		1 .5%						
Director of Student Services	3 1.5%								

Table 2

Number of Administrative Interviews
In Past Five Years N=196

0	151	77%
1	22	11.2%
2	9	4.6%
3	9	4.6%
4	3	1.5%
5	1	.5%
6	1	.5%

Table 3

Reasons Women With Administrative Certificates
Do Not Apply for Administrative Positions N=196

	No.	%
Like Current Position	87	44.4
Not Interested in Being An Administrator	41	20.9
Family Responsibilities	39	19.9
No Vacancies in Area	37	18.9
No Incentive to Change Positions	32	16.3
Unable to Move	28	14.3
Don't Want Added Responsibility	24	12.2
Not Ready to be an Administrator	18	9.2
Too Old to be an Administrator	16	8.2
No Reason	7	3.6
Too Young to be an Administrator	4	2.0